



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF MAY 16, 2014

Commissioner Jeffries called the meeting to order in Omaha, Nebraska at 9:03 a.m. on May 16, 2014. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Royce Jeffries, Chairperson
Bette Trumble

Kristin Yates, Vice Chairperson
Eric Drumheller

Staff Present

Barbara Albers, Executive Director
Paula Gardner, Unit Director
Shelley Foss, Investigator III

Gretchen Eure, Unit Director
Cat Souliere, Staff Assistant
Leslie Luft, Staff Assistant

II. AFFIDAVIT OF PUBLICATION

The Affidavit of Service from the Lincoln Journal Star was read to show that the public was made aware of the May 16, 2014 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Yates moved to approve the April 18, 2014 Commission meeting minutes.

Commissioner Trumble seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Nays:
 Abstained:
 Motion Carried

MAIN OFFICE:

301 Centennial Mall, South ☐
PO Box 94934
Lincoln, NE 68509-4934
Phone: 402-471-2024
Fax: 402-471-4059
800-642-6112
www.NEOC.ne.gov

BRANCH OFFICES:

1313 Farnam-on-the-Mall ☐
Omaha, NE 68102-1836
Phone: 402-595-2028
Fax: 402-595-1205
800-382-7820

505A Broadway Suite 600 ☐
Scottsbluff, NE 69361-3515
Phone: 308-632-1340
Fax: 308-632-1341
800-830-8633

IV. ADDITIONS OR CORRECTIONS

Under Section VIII. SUCCESSFUL AGREEMENTS, please add NEB 2-13/14-4-2925-H and NEB 2-13/14-4-2928-H.

Under Section IX. ADMINISTRATIVE ACTIONS, please add C. WITHDRAWAL, NEB 1-13/14-3-2915-PA

V. PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30 minute session.

None at this meeting.

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases wherein a party to the case was present were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII. CASE DISPOSITIONS

NEB 1-13/14-11-44485 (Respondent was present.)
Commissioner Trumble moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Nayes:
 Abstained:
 Motion Carried

NEB 1-13/14-11-44480 (Respondent was present.)
Commissioner Jeffries moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Nayes:
 Abstained:
 Motion Carried

NEB 2-13/14-11-44344 (Respondent was present.)
Commissioner Drumheller moved for no reasonable cause.
Commissioner Trumble seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Naves:
 Abstained:
 Motion Carried

NEB 1-13/14-9-44409 (Complainant was present.)
Commissioner Trumble moved for reasonable cause.
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Trumble, Yates, Drumheller
 Naves: Jeffries
 Abstained:
 Motion Carried

Commissioner Trumble moved to table the case due to lack of quorum.
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Naves:
 Abstained:
 Motion Carried

NEB 3-13/14-12-44441 (A letter from the Complainant was read.)
Commissioner Yates moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Naves:
 Abstained:
 Motion Carried

The Commission took a short break.

NEB 2-13/14-10-44325
NEB 2-13/14-12-44392
NEB 2-13/14-1-44558
NEB 1-13/14-1-2881-PA
NEB 1-13/14-2-2897-PA
NEB 1-13/14-2-2898-PA
NEB 1-13/14-10-44459
NEB 2-13/14-7-2825-H

Commissioner Trumble moved for no reasonable cause on the above cases.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Nayes:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 2-13/14-4-2925-H
NEB 2-13/14-4-2928-H

Commissioner Jeffries moved to adopt the agreements.
Commissioner Trumble seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Nayes:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. LACK OF JURISDICTION

NEB 1-13/14-3-2909-PA
NEB 1-13/14-4-2921-PA
NEB 1-13/14-3-2916-PA

Commissioner Jeffries moved to administratively close the above cases based on lack of jurisdiction.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Nayes:

Abstained:
Motion Carried

B. EEOC

NEB 2-13/14-8-44125
NEB 1-13/14-9-44413
NEB 1-13/14-10-44450

Commissioner Jeffries moved to adopt the findings of the EEOC.
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Nayes:
 Abstained:
 Motion Carried

C. WITHDRAWAL

NEB 1-13/14-3-2915-PA

Commissioner Jeffries moved to administratively close the above cases due to withdrawal by
Complainant.
Commissioner Trumble seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Nayes:
 Abstained:
 Motion Carried

X. CONCILIATION

None at this time.

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

None at this time.

XIV. BUSINESS

1. August 2014 Commission Meeting change

Director Albers told the Commission that the August meeting would need to be rescheduled due to the EEOC Conference. She indicated that it would be moved to August 22, 2014.

She added that the agency would have its all-staff meeting in June and that the Commissioners were welcome to attend.

2. EEOC Contract

Director Albers informed the Commission that she signed the EEOC contract for 823 cases. She noted that it is the highest contract the agency has had in years. She said that they funded this year's contract at 96 percent which is better than past years.

3. Previous Month's Budget Reports

Commissioner Jeffries moved to approve and accept the previous month's budget reports. Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Naves:
 Abstained:
 Motion Carried

4. Security

Commissioner Jeffries moved to enter into executive session to discuss security issues. Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Naves:
 Abstained:
 Motion Carried

Commission went into Executive Session at 10:11 a.m.

Commissioner Yates moved to return to Regular Session.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Nayes:
 Abstained:
 Motion Carried

The Commission returned to Regular Session at 10:56 a.m.

XV. ADJOURNMENT

Commissioner Trumble moved to adjourn May 16, 2014 Commission meeting at 10:58 a.m.
Commissioner Jeffries seconded the motion.

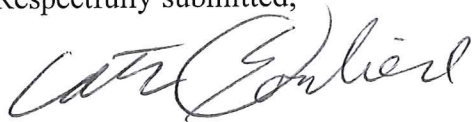
ROLL CALL: Ayes: Trumble, Jeffries, Yates, Drumheller
 Nayes:
 Abstained:
 Motion Carried

Commission Meeting Minutes

May 16, 2014

Page - 8 -

Respectfully submitted,



Cat Souliere
Staff Assistant

May 19, 2014

Date



Barbara Albers
Executive Director

5-19-14

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of May 16, 2014 have been corrected and accepted and henceforth approved on this date.



Royce Jeffries, Chairperson

7-18-14

Date